

Human Rights Standard

Doing business the right way

1. Introduction

This is the Human Rights Standard (the “Standard”) for Quilter plc. It sets out, and provides guidance upon, the Group’s approach to implementing and maintaining an adequate and effective human rights risk and control framework. Alongside other policies, this standard contributes to the system of internal control that ensures Quilter respects and protects the human rights of our colleagues, customers, suppliers and wider communities.

Objectives and definitions

The purpose of this Standard is to set the high-level requirements to be applied across Quilter plc to ensure human rights of those impacted by our activities are respected and protected.

By ‘human rights’ we refer to the 30 rights and freedoms of the UN Universal Declaration of Human Rights.

‘Modern slavery’ definitions for the purposes of the Modern Slavery Act 2015) include:

- ▶ ‘slavery’ is where ownership is exercised over a person
- ▶ ‘servitude’ involves the obligation to provide services imposed by coercion
- ▶ ‘forced or compulsory labour’ involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily
- ▶ ‘human trafficking’ concerns arranging or facilitating the travel of another with a view to exploiting them.

2. Human Rights Standard

We commit to:

1. support and protect internationally proclaimed and recognised human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the UN Global Compact.
2. adhere to all relevant legislation governing the protection of human rights, for example The Human Rights Act 1998, The Modern Slavery Act 2015 and the Equality Act 2010.
3. uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. uphold the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour.
5. promote the benefits of equality, inclusion and diversity, and prohibit any form of discrimination or unfair treatment on the grounds of protected characteristics, or because of any other personal factor.



2. Human Rights Standard *(continued)*

6. identify and reduce the risk of modern slavery in our operations and our supply chain. This involves supplier due diligence and reporting our activity annually in our Modern Slavery Act Statement.
7. ensure that all employees and suppliers providing on site services are paid no less than the real Living Wage as calculated by the Living Wage Foundation each year.

3. Governance and oversight

The Quilter plc Board oversees responsible business conduct.

The principle Quilter Group level Forum relevant to responsible business conduct is the Responsible Business Forum. This is a management group appointed by the Quilter CEO to provide oversight and direction with respect to its approach to responsible business, including human rights.

Review

The Standard is subject to review at least annually and more frequently in the event of a significant change impacting this Standard.

As at December 2019.